

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
14-CB-232125	December 4, 2018

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Security, Police, and Fire Professionals of America International Union		b. Union Representative to contact President David. L. Hickey	
c. Address (Street, city, state, and ZIP code) 2551 Kelly Road Roseville, MI 48066		d. Tel. No. (586) 772-7250	e. Cell No.
		f. Fax No. (586) 772-9644	
		g. e-mail	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b), subsections (1) and (1)(A) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the above-named labor organization has restrained, coerced, and interfered with employees' exercise of rights protected by Section 7 of the Act by refusing to arbitrate a grievance filed by or on behalf of (b) (6), (b) (7)(C) regarding the accrual of PTO for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer VendTech-SGI, LLC		4a. Tel. No. 816-891-6376	b. Cell No.
		d. e-mail	c. Fax No.
5. Location of plant involved (street, city, state and ZIP code) 7501 NW Tiffany Springs Parkway, Suite 400 Kansas City, MO 64153		6. Employer representative to contact Steven O'Day, Area Manager	
7. Type of establishment (factory, mine, wholesaler, etc.) Federal Contractor	8. Identify principal product or service Security Services	9. Number of workers employed 600	
10. Full name of party filing charge (b) (6), (b) (7)(C)			
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		11a. Tel. No.	b. Cell No. (b) (6), (b) (7)(C)
		d. e-mail (b) (6), (b) (7)(C)	c. Fax No.
12. DECLARATION (b) (6), (b) (7)(C) read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) g charge) (Printtype name and title or office, if any)		Tel. No.	
		Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
Address (b) (6), (b) (7)(C)		e-mail (b) (6), (b) (7)(C)	
Date 12/04/18			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 17
8600 Farley St Ste 100
Overland Park, KS 66212-4677

Agency Website: www.nlrb.gov
Telephone: (913)967-3000
Fax: (913)967-3010

February 12, 2019

Gordon A. Gregory, ESQ.
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48266

Re: Security, Police, and Fire Professionals of
America International Union (VendTech-
SGI, LLC)
Case 14-CB-232125

Dear Mr. Gregory:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

LEONARD J. PEREZ
Regional Director

By: */s/ MARY G. TAVES*


MARY G. TAVES
Officer in Charge

LJP:kec

cc: David Hickey, International President
Security, Police and Fire Professionals of
America
25510 Kelly Road
Roseville, MI 48066

Steven O'Day, Area Manager
VendTech-SGI, LLC
7501 NW Tiffany Springs Parkway
Ste 400
Kansas City, MO 64153

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-185311	September 30, 2016

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Mississippi Security Police, Inc.		b. Tel. No. (228)762-0661	
		c. Cell No.	
d. Address (street, city, state ZIP code) 3003 Pascagoula St Pascagoula, MS 39567-4212	e. Employer Representative Michael Stewart		f. Fax No.
			g. e-Mail
			h. Dispute Location (City and State) Pascagoula, MS
i. Type of Establishment (factory, nursing home, hotel) Firm	j. Principal Product or Service Security Management		k. Number of workers at dispute location 35
<p>1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>On (b) (6), (b) (7)(C), 2016, the Employer discriminated against employee (b) (6), (b) (7)(C) by terminating (b) (6), (b) (7)(C) in retaliation for and/or in order to discourage protected concerted activities.</p>			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)			
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No.	
		4c. Cell No. (b) (6), (b) (7)(C)	
		4d. Fax No.	
		4e. e-Mail (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No.	
By: X (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) an Individual	Office, if any, Cell No. (b) (6), (b) (7)(C)	
(signature)	Print Name and Title	Fax No.	
Address: (b) (6), (b) (7)(C)	Date: X 9/27/16	e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT.

Solidation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information (b) (6), (b) (7)(C) NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 South Maestri Place – 7th Floor
New Orleans, LA 70130-3413

Agency Website: www.nlr.gov
Telephone: (504)589-6361
Fax: (504)589-4069

November 23, 2016

Karl R. Steinberger, Esquire
Heidelberg Steinberg Colmer & Barrow PA
PO Box 1407
Pascagoula, MS 39568-1407

Stacie E. Zorn, Esquire
Heidelberg Steinberg Colmer & Barrow PA
PO Box 1407
Pascagoula, MS 39568-1407


Re: Mississippi Security Police, Inc.
Case 15-CA-185311

Dear Mr. Steinberger and Ms. Zorn:

The Charging Party has asked to withdraw the above charge based upon a private agreement between the parties. I have approved this request, conditioned on the performance of the undertakings in that private agreement.

The charge is subject to reinstatement for further processing if the Charging Party requests reinstatement and supports its request with evidence of non-compliance with the undertakings in the private agreement.

Very truly yours,


SANDRA L. HIGHTOWER
Acting Regional Director

MKM/par

cc: (b) (6), (b) (7)(C)

Michael Stewart
Mississippi Security Police, Inc.
3003 Pascagoula St
Pascagoula, MS 39567-4212

FORM NLRB-308
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATIONS
OR ITS AGENTS

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case
15-CB-6066Date Filed
JANUARY 14, 2011

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name Security, Police and Fire Professionals of America, Local 704		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No. () -	g. e-Mail

h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(a) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

1. Since about (b) (6), (b) (7)(C) 2010, and continuing thereafter, the above-named Labor Organization has failed/refused to process to arbitration a grievance filed by (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) 2010 termination for arbitrary, invidious, and/or discriminatory reasons.
2. Since about (b) (6), (b) (7)(C) 2010, and continuing thereafter, the above-named Labor Organization has unlawfully failed/refused to keep (b) (6), (b) (7)(C) informed of the status of (b) (6), (b) (7)(C) grievance filed over (b) (6), (b) (7)(C) 2010 termination.
3. Since about (b) (6), (b) (7)(C) 2010, and continuing thereafter, the above-named Labor Organization has unlawfully misinformed of the status of (b) (6), (b) (7)(C) grievance filed over (b) (6), (b) (7)(C) 2010 termination.

3. Name of Employer Covenant Security Solutions		4a. Tel. No. () -	b. Cell No. () -
		c. Fax No. () -	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 270 Remington Boulevard Bolingbrook IL 60440-		6. Employer representative to contact Lesley Wiencek Human Resources Manager	
7. Type of establishment (factory, mine, wholesaler, etc.) Security	8. Identify principal product or service Guards	9. Number of workers employed 23	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No. () -	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	

13. DECLARATION

I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
(signature) (making charge) (Print type name and title or office, if any)

Address (b) (6), (b) (7)(C) (date) 01-13-11

Tel. No.
(b) (6), (b) (7)(C)
Cell No.
(b) (6), (b) (7)(C)
Fax No.
() -
e-Mail
(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (b) (6), (b) (7)(C) TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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INTERNET
FORM NLRB-508
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
First Amended CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE	
Case 15-CB-6066	Date Filed March 28, 2011

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Security, Police, and Fire Professionals of America, Local 704 and International Union, Security, Police and Fire Professionals of America		b. Union Representative to contact Local 704 - (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) International - Rick O'Quinn, Region 2 V.P.	
c. Address (Street, city, state, and ZIP code) SPFPA Local 704 - (b) (6), (b) (7)(C) International SPFPA - 25510 Kelly Road, Roseville, MI 48066		d. Tel. No. (b) (6), (b) (7)(C) / (321) 622-4729	e. Cell No. (b) (6), (b) (7)(C) / (321) 543-3310
		f. Fax No. N/A / (321) 622-4729	g. e-Mail N/A / rickoquinn@spfpa.org
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
1. Since about (b) (6), (b) (7)(C) 2010, and continuing thereafter, the above-named Labor Organizations failed and refused to process to arbitration the (b) (6), (b) (7)(C) 2010 termination grievance for (b) (6), (b) (7)(C) for arbitrary, invidious, and/or discriminatory reasons.			
2. Since about (b) (6), (b) (7)(C) 2010, and continuing thereafter, the above-named Labor Organizations unlawfully failed and refused to keep (b) (6), (b) (7)(C) informed of the status of (b) (6), (b) (7)(C) 2010 termination grievance.			
3. Since about (b) (6), (b) (7)(C) 2010, and continuing thereafter, the above-named Labor Organizations unlawfully misinformed (b) (6), (b) (7)(C) of the status of (b) (6), (b) (7)(C) 2010 termination grievance.			
3. Name of Employer Covenant Security Solutions		4a. Tel. No. (630) 771-0800, ext. 226	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 850 South Clearview Parkway, Metairie, LA 70123 [Current Mailing Address: 270 Remington Boulevard, Suite B, Bolingbrook, IL 60440]		6. Employer representative to contact Jim Brown, Vice President of Human Resources	
7. Type of establishment (factory, mine, wholesaler, etc.) office building	8. Identify principal product or service security services	9. Number of workers employed 23	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (signature of representative of person making charge) (Print type name and title or office, if any) (b) (6), (b) (7)(C) Address (date)		Tel. No. (b) (6), (b) (7)(C) Cell No. (b) (6), (b) (7)(C) Fax No. e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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United States Government

NATIONAL LABOR RELATIONS BOARD

Region 15

F. Edward Hebert Federal Building

600 S. Maestri Place- 7th Floor

New Orleans, LA 70130-3408

Telephone: (504) 589-6374

Facsimile: (504) 589-4069

April 29, 2011

(b) (6), (b) (7)(C)

Re: Security, Police, and Fire Professionals of
America, Local 704, and International
Union, Security, Police and Fire
Professionals of America
(Covenant Security Solutions
Metairie, Louisiana)
Case No. 15-CB-6066

Dear (b) (6), (b) (7)(C):

The Region has carefully investigated and considered your charge against Security, Police, and Fire Professionals of America, Local 704, and International Union, Security, Police and Fire Professionals of America (the Unions) alleging violations under Section 8 of the National Labor Relations Act.

Allegations: Your charge alleges that since (b) (6), (b) (7)(C) 2010, the above-named Labor Organizations failed and refused to process to arbitration your (b) (6), (b) (7)(C) 2010 termination grievance for unlawful reasons, failed and refused to keep you informed of the status of that grievance, and unlawfully misinformed you of its status.

Decision to Dismiss: As a result of the investigation, it does not appear that further proceedings are warranted regarding the allegations that the Unions violated Section 8(b)(1)(A) of the Act by failing and refusing to arbitrate your grievance for unlawful reasons and by unlawfully misinforming you of the status of that grievance. Therefore, I am refusing to issue a complaint on these two allegations. The procedure for filing an appeal on this allegation is enclosed.

Conditional Decision to Dismiss: I have concluded that further proceedings on the arguably meritorious allegation disclosed by the investigation are not warranted at this time. For the reasons set forth below, I have conditionally decided to dismiss, six (6) months from this date, your allegation that the Labor Organizations failed and refused to keep you informed of the status of your grievance.

I have conditionally decided to dismiss because there were no prior meritorious unfair labor practice charges against the Charged Parties within the past several years, there is no evidence that this violation was widely broadcast, and there are no other meritorious allegations in this charge or any pending related charge.

I intend to dismiss this allegation 6 months from this date unless a new meritorious charge is filed within that time alleging that the Charged Parties have engaged in other unfair labor practices that make dismissal of your charge inappropriate. Accordingly, I will hold your charge in abeyance for 6 months from the date of this letter. If a meritorious charge involving other unfair labor practices is filed against the Charged Parties during that period, I will reconsider whether further proceedings on this charge are warranted.

Your Right to Appeal: The National Labor Relations Board Rules and Regulations permit you to obtain a review of this action by filing an appeal with the Acting General Counsel of the National Labor Relations Board. Use of the Appeal Form (Form NLRB-4767) will satisfy this requirement. However, you are encouraged to submit a complete statement setting forth the facts and reasons why you believe that the decision to dismiss your charge was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. *To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on **File Case Documents**, enter the NLRB Case Number, and follow the detailed instructions.* To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date and Time: The appeal is due on **May 13, 2011**. If you file the appeal electronically, it will be considered timely filed if the transmission of the entire document through the Agency's website is accomplished **no later than 11:59 p.m. Eastern Time** on the due date. The responsibility for the receipt of the appeal rests exclusively with the sender. A failure to timely file an appeal electronically will not be excused on the basis of a claim that transmission could not be accomplished because the receiving machine was off-line or unavailable, the sending machine malfunctioned, or for any other electronic-related reason.

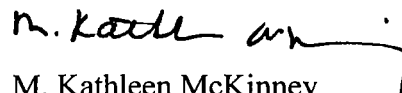
If you mail the appeal or send it by a delivery service, it must be received by the Acting General Counsel in Washington, D.C. by the close of business at 5:00 p.m. Eastern Time or be postmarked or given to the delivery service no later than **May 12, 2011**.

Extension of Time to File Appeal: Upon good cause shown, the Acting General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. *To file electronically, go to www.nlr.gov, click on File Case Documents, enter the NLRB Case Number and follow the detailed instructions.* The fax number is (202) 273-4283. A request for an extension of time to file an appeal **must be received on or before the original appeal due date**. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality/Privilege: Please be advised that we cannot accept any limitations on the use of any appeal statement or evidence in support thereof provided to the Agency. Thus, any claim of confidentiality or privilege cannot be honored, except as provided by the FOIA, 5 U.S.C. 552, and any appeal statement may be subject to discretionary disclosure to a party upon request during the processing of the appeal. In the event the appeal is sustained, any statement or material submitted may be subject to introduction as evidence at any hearing that may be held before an administrative law judge. Because we are required by the Federal Records Act to keep copies of documents used in our casehandling for some period of years after a case closes, we may be required by the FOIA to disclose such records upon request, absent some applicable exemption such as those that protect confidential sources, commercial/financial information or personal privacy interests (e.g., FOIA Exemptions 4, 6, 7(C) and 7(D), 5 U.S.C. § 552(b)(4), (6), (7)(C), and (7)(D)). Accordingly, we will not honor any requests to place limitations on our use of appeal statements or supporting evidence beyond those prescribed by the foregoing laws, regulations, and policies.

Notice to Other Parties of Appeal: You should notify the other party(ies) to the case that an appeal has been filed. Therefore, at the time the appeal is sent to the Acting General Counsel, please complete the enclosed Appeal Form (NLRB-4767) and send one copy of the form to all parties whose names and addresses are set forth in this letter.

Very truly yours,


M. Kathleen McKinney
Regional Director

MKM/pal

Enclosure: Form NLRB-4767, Appeal Form

(See: Parties on Page 4)

cc: Mr. Lafe Solomon, Acting General Counsel
NLRB, Office of Appeals, Room 8820
Franklin Court Building
1099 14th Street, N.W.
Washington, DC 20570

Mr. Jim Brown
Vice President of Human Resources
Covenant Security Solutions
270 Remington Boulevard, Suite B
Bolingbrook, IL 60440

Mr. Rick O'Quinn, Region 2 Vice-President
International Union, Security, Police and Fire
Professionals of America International SPFPA
25510 Kelly Road
Roseville, MI 48066

Mr. Gordon A. Gregory, General Counsel
Gregory, Moore, Jeakle, Heinen &
Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48228

(b) (6), (b) (7)(C), (b) (6), (b) (7)(C)

Security, Police and Fire Professionals of
America, Local 704

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
REGION 15
600 S MAESTRI PL
FL 7
NEW ORLEANS, LA 70130-3414

Agency Website: www.nlrb.gov
Telephone: (504)589-6361
Fax: (504)589-4069

November 1, 2011

(b) (6), (b) (7)(C)

Re: Security, Police and Fire Professionals of
America, Local 704, and International
Union, Security, Police and Fire
Professionals of America
(Covenant Security Solutions)
Case 15-CB-006066

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA, LOCAL 704 and International Union, Security, Police and Fire Professionals of America violated the National Labor Relations Act.

Decision to Dismiss: On April 29, 2011, I informed you of my intention to dismiss this charge in 6 months unless a new meritorious charge was filed within that time alleging that the Charged Party has engaged in other unfair labor practices that made dismissal of your charge inappropriate. No such charge has been filed. Accordingly, I have concluded that further proceedings are not warranted and I am dismissing your charge.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on **File Case Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

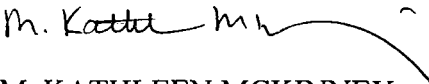
November 1, 2011

Appeal Due Date: The appeal is due on **November 15, 2011**. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than **November 14, 2011**.

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlr.gov, click on **File Case Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal **must be received on or before November 15, 2011**. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,


M. KATHLEEN MCKINNEY
Regional Director

Enclosure

MKM/pal

(See parties on page 3)

Security, Police and Fire Professionals of America, Local 704, and International Union, Security, Po
Case 15-CB-006066 - 3 -

November 1, 2011

cc: GENERAL COUNSEL OFFICE OF APPEALS
FRANKLIN COURT BUILDING
NATIONAL LABOR RELATIONS BOARD
1099 14TH STREET, NW
WASHINGTON, DC 20570

(b) (6), (b) (7)(C), (b) (6), (b) (7)(C)
SECURITY, POLICE AND FIRE
PROFESSIONALS OF AMERICA,
LOCAL 704

(b) (6), (b) (7)(C)

GORDON A. GREGORY,
GENERAL COUNSEL
GREGORY MOORE JEAKLE &
BROOKS, P.C.
65 CADILLAC SQ., SUITE 3727
DETROIT, MI 48226-2893

RICK O'QUINN, Region 2 V.P.
INTERNATIONAL UNION, SECURITY,
POLICE AND FIRE PROFESSIONALS OF
AMERICA INTERNATIONAL SPFPA
25510 KELLY ROAD
ROSEVILLE, MI 48066

LESLEY WIENCEK
Human Resources Manager
COVENANT SECURITY SOLUTIONS
270 REMINGTON BLVD STE B
BOLINGBROOK, IL 60440-3593

JIM BROWN, Vice President of
Human Resources
COVENANT SECURITY SOLUTIONS
270 REMINGTON BLVD STE B
BOLINGBROOK, IL 60440-3593

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		15-CB-075961	MARCH 6, 2012
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name SPFPA, LOCAL 711		b. Union Representative to Contact (b) (6), (b) (7)(C)	
c. Address 25510 KELLY RD, ROSEVILLE, MI 48066-4932		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax No.	g. e-Mail 711pres@gmail.com
e. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b)(1)(a), subsection(s) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Since about (b) (6), (b) (7)(C) 2012, the above-named labor organization has restrained and coerced employees by refusing to process the grievance of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) loss of seniority and the reposting of a senior bid job for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer ISS Action		4a. Tel. No. 718.656.0936	4b. Cell No.
		4c. Fax No. 718.656.0937	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) NASA Stennis Space Center, Bldg 800, Stennis, MS 39529		6. Employer representative to contact William Turner	
7. Type of Establishment (factory, mine, wholesaler) Government Contractor	8. Principal product or service Security	9. Number of Workers employed 60+	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Tel. No. (b) (6), (b) (7)(C)	
(sig)		Cell No.	
Address: (b) (6), (b) (7)(C)		Fax No.	
		Date: March 1, 2012	e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 S MAESTRI PL
FL 7
NEW ORLEANS, LA 70130-3414

Agency Website: www.nlr.gov
Telephone: (504)589-6361
Fax: (504)589-4069

May 31, 2012

GORDON A. GREGORY, ESQ., Attorney
GREGORY MOORE JEAKLE & BROOKS PC
THE CADILLAC TOWER
65 CADILLAC SQUARE, SUITE 3727
DETROIT, MI 48226-2893

Re: SECURITY POLICE AND FIRE
PROFESSIONALS OF AMERICA
INTERNATIONAL LOCAL 711
Case 15-CB-07596 (ISS ACTION)

Dear Mr. GREGORY:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

M. KATHLEEN MCKINNEY
Regional Director

MKM/hpj

cc:

(b) (6), (b) (7)(C)

SECURITY POLICE AND FIRE
PROFESSIONALS OF AMERICA
LOCAL 711
25510 KELLY RD
ROSEVILLE, MI 48066-4932

WILLIAM TURNER
ISS ACTION
NASA STENNIS SPACE CENTER
BLDG 8000 Room # 118
STENNIS, MS 39529

(b) (6), (b) (7)(C)

ISS ACTION
JFK AIRPORT
BUILDING 151, SUITE 310A
JAMAICA, NY 11430

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		15-CB-078110	April 4, 2012
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name SECURITY POLICE AND FIRE PROFESSIONALS OF AMERICA LOCAL 711		b. Union Representative to Contact (b) (6), (b) (7)(C)	
c. Address 25510 KELLY RD, ROSEVILLE, MI 48066-4932		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax No.	g. e-Mail 711pres@gmail.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) In (b) (6), (b) (7)(C) 2012, the above-named labor organization, twice, including about (b) (6), (b) (7)(C), 2012, restrained and coerced employees by attempting to cause and causing Employer ISS Action to reduce or strip the seniority of employee (b) (6), (b) (7)(C), all for arbitrary, invidious and retaliatory reasons in breach of the labor organization's duty of fair representation.			
3. Name of Employer ISS ACTION		4a. Tel. No. 4c. Fax No. (718)656-0937	4b. Cell No. 4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) NASA STENNIS SPACE CENTER BLDG 800, STENNIS MS, 39529 8000 Rm #118 (b) (6), (b) (7)(C)		6. Employer representative to contact WILLIAM TURNER	
7. Type of Establishment (factory, mine, wholesaler) Government Contractor	8. Principal product or service Security Services	9. Number of Workers employed 60	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C) 2/20/12		(b) (6), (b) (7)(C)	Tel No. (b) (6), (b) (7)(C)
		Print/type name and title or office, if any)	Cell No.
(b) (6), (b) (7)(C)		Date: April 2, 2012	e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
REGION 15
600 S MAESTRI PL
FL 7
NEW ORLEANS, LA 70130-3414

Agency Website: www.nlrb.gov
Telephone: (504)589-6361
Fax: (504)589-4069

July 31, 2012

(b) (6), (b) (7)(C)

Re: SECURITY POLICE AND FIRE
PROFESSIONALS OF AMERICA
LOCAL 711
Case 15-CB-078110

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that SECURITY POLICE AND FIRE PROFESSIONALS OF AMERICA LOCAL 711 has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

Your charge alleges the Union (1) failed to process your grievance regarding your loss of seniority and the reposting of a senior bid job; and (2) caused your employer, ISS Action Inc., to reduce your seniority, all for arbitrary or discriminatory reasons, or in bad faith. In processing a grievance, the union retains broad discretion in disposing of a grievance short of arbitration. A violation turns not on the merits of the grievance, but rather, on whether or not the union exercised its discretion in a perfunctory or arbitrary manner. *Vaca v. Sipes*, 386 U.S. 171 (1967). A union violates 8(b)(2) of the Act when it causes an employer to affect the employment status of an employee for "arbitrary or irrelevant reasons or upon the basis of an unfair classification". *Miranda Fuel Co.*, 140 NLRB 181 (1962).

The investigation revealed the Employer and Union negotiated a collective bargaining agreement that structured a procedure for determining seniority. The Union reset your seniority upon your re-entry into a bargaining unit position after previously serving as a (b) (6), (b) (7)(C) in the rank of (b) (6), (b) (7)(C), a position outside the bargaining unit. The investigation failed to disclose sufficient evidence the Union made its decision to reduce your seniority for unlawful reasons or that the seniority provision was negotiated by the Union with unlawful intent. Specifically, there was insufficient evidence of animus directed at you by the Union. Accordingly, there was insufficient evidence to find the Union refused to process your grievance for unlawful reasons, rather than a good-faith belief it would not prevail in grievance proceedings based on the contractual language.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlr.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

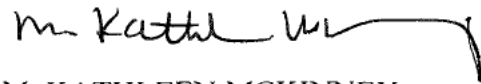
Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlr.gov, click on **File Case Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **August 14, 2012**. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than **August 13, 2012**.

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlr.gov, click on **File Case Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal **must be received on or before August 14, 2012**. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,



M. KATHLEEN MCKINNEY
Regional Director

MKM/pal

Enclosure

cc: GENERAL COUNSEL, OFFICE OF APPEALS
FRANKLIN COURT BUILDING
NATIONAL LABOR RELATIONS BOARD
1099 14TH STREET, NW
WASHINGTON, DC 20570

(b) (6), (b) (7)(C)

SECURITY POLICE AND FIRE
PROFESSIONALS OF AMERICA LOCAL 711
25510 KELLY RD
ROSEVILLE, MI 48066-4932

GORDON A. GREGORY, ESQ.
SECURITY, POLICE, AND FIRE
PROFESSIONALS OF AMERICA
INTERNATIONAL UNION
65 Cadillac Square, STE 3727
DETROIT, MI 48226-2893

WILLIAM TURNER
ISS ACTION
NASA STENNIS SPACE
CENTER
BLDG 8000 ROOM #118
STENNIS, MS 39529

SCOTT A BROOKS, Attorney
GREGORY, MOORE,
JEAKLE & BROOKS
65 CADILLAC SQ, STE 3727
DETROIT, MI 48226-2844



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, D.C. 20570

November 27, 2012

(b) (6), (b) (7)(C)

Re: ISS Action
Case 15-CA-078115

Security Police And Fire Professionals of
America Local 711
Case 15-CB-078110

Dear (b) (6), (b) (7)(C):

Your appeal from the Regional Director's refusal to issue complaint has been carefully considered. The appeal is denied substantially for the reasons in the Regional Director's letter of July 31, 2012.

The Regional Office investigation established that the actions of the Employer and Union in this matter were not motivated by any unlawful considerations within the meaning of the National Labor Relations Act. In this context, their decisions were based upon a sound interpretation of the parties' collective bargaining agreement. Specifically, Section 13.1 of the agreement provides "seniority is defined as an employee's" total length of continuous services as a security officer in the bargaining unit at the GPO." Section 13.7 of the agreement further provides that employees will not retain their seniority for periods when they served as a supervisor for more than 90 days. In these circumstances, it could not be concluded that the actions of the Employer and Union to correct your seniority date because you served as a supervisor for more than 90 days were unlawfully motivated. Although you contend on appeal that two other security officers also served as a supervisor for over 90 days without impacting their seniority, the Regional Office investigation disclosed that those individuals did not have a (b) (6), (b) (7)(C) classification which is outside the unit and neither of them had the authority to effectively discipline any unit employees. The investigation established that you had the rank of (b) (6), (b) (7)(C) and you issued discipline to other employees when you acted as a supervisor. Although you note on appeal that your seniority was not impacted for eleven months, your seniority came into issue when the job bidding process occurred in January 2012.

While you may disagree with the Employer's and Union's decisions, the investigation

disclosed no evidence that their decisions were motivated by any unlawful considerations. Contrary to your contentions on appeal there is no evidence that the aforementioned employees reached a side agreement regarding their seniority, or that any other individual was unlawfully accorded preference with respect to the job bid in question. While the Union disagreed with your position, it nonetheless processed a grievance on your behalf and reached a settlement to restore your lost seniority in lieu of you agreeing not to bid the job in issue. You initially accepted this settlement but ultimately decided to reject the settlement. As a result, the settlement became null and void, and the Union decided to not further process your grievance. Finally, contrary to your contention on appeal, there was insufficient evidence that the parties harbored animus against you due to your union or other protected concerted activities. As it could not be established that the Union or the Employer applied your seniority for reasons related to your union or other protected concerted activities, it could not be established that their actions violated the National Labor Relations Act. Accordingly, further proceedings are unwarranted.

Sincerely,

Lafe E. Solomon
Acting General Counsel

By:



Yvonne T. Dixon, Director
Office of Appeals

cc: M. KATHLEEN MCKINNEY
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
600 S MAESTRI PL 7TH FL
NEW ORLEANS, LA 70130-3414

SCOTT A. BROOKS, ATTORNEY
GREGORY, MOORE, JEAKLE
& BROOKS
THE CADILLAC TOWER
65 CADILLAC SQ STE 3727
DETROIT, MI 48226-2844

WILLIAM TURNER
ISS ACTION
NASA STENNIS SPACE CENTER
BLDG 8000 RM # 118
STENNIS, MS 39529

(b) (6), (b) (7)(C)

SECURITY POLICE AND FIRE
PROFESSIONALS OF AMERICA
LOCAL 711
25510 KELLY RD
ROSEVILLE, MI 48066-4932

GORDON A. GREGORY, ESQ.
SECURITY, POLICE, AND FIRE
PROFESSIONALS OF AMERICA
INTERNATIONAL UNION
65 CADILLAC SQ STE 3727
DETROIT, MI 48226-2893

mjb

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		15-CB-078117	April 4, 2012
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name SECURITY POLICE AND FIRE PROFESSIONALS OF AMERICA LOCAL 711		b. Union Representative to Contact (b) (6), (b) (7)(C)	
c. Address 25510 KELLY RD, ROSEVILLE, MI 48066-4932		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax No.	g. e-Mail 711pres@gmail.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
About (b) (6), (b) (7)(C) 2012, the above-named labor organization restrained and coerced employees, through email, by impliedly threatening them with retaliation because they are not members of the Union.			
3. Name of Employer ISS ACTION		4a. Tel. No.	4b. Cell No.
		4c. Fax No. (718)656-0937	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) NASA STENNIS SPACE CENTER BLDG 800, STENNIS MS 39529 8000 RM #118		6. Employer representative to contact WILLIAM TURNER	
7. Type of Establishment (factory, mine, wholesaler) Government Contractor	8. Principal product or service Security Services	9. Number of Workers employed 60	
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.	
	11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C) 04/02/2012		(b) (6), (b) (7)(C)	
Print/type name and title or office, if any		Fax No.	
Address: (b) (6), (b) (7)(C)		Date: April 2, 2012	e-Mail: (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 S MAESTRI PL
FL 7
NEW ORLEANS, LA 70130-3414

Agency Website: www.nlrb.gov
Telephone: (504)589-6361
Fax: (504)589-4069

June 29, 2012

SCOTT BROOKS, ESQ.
GREGORY MOORE JEAKLE & BROOKS, PC
65 CADILLAC SQUARE, SUITE 3727
DETROIT, MI 48226-2822

Re: Security Police and Fire Professionals of
America Local 711 (ISS Action)
Case 15-CB-078117

Dear Mr. BROOKS:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/

M. KATHLEEN MCKINNEY
Regional Director

MKM/kll

cc:

(b) (6), (b) (7)(C)

SECURITY POLICE AND FIRE
PROFESSIONALS OF AMERICA
LOCAL 711
25510 KELLY RD
ROSEVILLE, MI 48066-4932

WILLIAM TURNER
ISS ACTION
NASA STENNIS SPACE CENTER
BLDG 8000 ROOM # 118
STENNIS, MS 39529

GORDON A. GREGORY, ESQ.
SECURITY, POLICE, AND FIRE
PROFESSIONALS OF AMERICA
INTERNATIONAL UNION
GREGORY MOORE JEAKLE HEINEN
& BROOKS, P.C.
65 CADILLAC SQUARE, STE. 3727
DETROIT, MI 48226-2893

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 15-CB-094560	Date filed 12/10/2012
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America		b. Union Representative to Contact Jerry Heyman, Region 2 Director	
c. Address P.O. Box 541365 Merritt Island, FL 32954-1365		d. Tel. No. 321-505-4747	e. Cell No. 321-505-4747
		f. Fax No. 321-305-5688	g. e-Mail jerryheyman@spfpa.org
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Since (b) (6), (b) (7)(C) 2012, the above-named Labor Organization, by its officers, agents and representatives, specifically (b) (6), (b) (7)(C) (b) (6), (b) (7)(C), has failed and refused to fairly and properly represent its members, (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) in the processing of their joint discharge grievance, including failing to submit the grievance over their unjust discharges to arbitration.</p>			
3. Name of Employer E & A Protective Services – Bravo, LLC		4a. Tel. No. 571-931-0222	4b. Cell No.
		4c. Fax No. 571-931-0240	4d. e-Mail aczeck@erissecurity.com
5. Location of Plant involved (street, city, state, and ZIP code) Memphis, TN		6. Employer representative to contact Ms. Andrea Czeck, Owner	
7. Type of Establishment (factory, mine, wholesaler) Security	8. Principal product or service Armed Security & Protection	9. Number of Workers employed 55	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By. (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)	
(signature of representative or person making charge)		Cell No. (b) (6), (b) (7)(C)	
Print/type name and title or office, if any)		Fax No.	
Address (b) (6), (b) (7)(C)		Date 12-7-12	e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq*. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 26
80 MONROE AVE
STE 350
MEMPHIS, TN 38103-2400

Agency Website: www.nlr.gov
Telephone: (901)544-0018
Fax: (901)544-0008

February 28, 2013

ERIC BERG, ESQ.
GREGORY, MOORE,
JEAKLE AND BROOKS, P.C.
THE CADILLAC TOWER
65 CADILLAC SQUARE, STE 3727
DETROIT, MI 48226-2893

Re: International Union, Security, Police and
Fire Professionals of America
Case 15-CB-094560

Dear Mr. BERG:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ M. Kathleen McKinney

M. KATHLEEN MCKINNEY
Regional Director

cc:

(b) (6), (b) (7)(C)

JERRY HEYMAN, Region 2 Director
INTERNATIONAL UNION,
SECURITY, POLICE AND FIRE
PROFESSIONALS OF AMERICA
PO BOX 541365
MERRITT ISLAND, FL 32954-1365

ANDREA CZECK, Owner
E & A PROTECTIVE SERVICES -
BRAVO, LLC
17981 DUMFRIES SHOPPING PLZ
DUMFRIES, VA 22026-2327

STEFAN J. MARCULEWICZ, Attorney
at Law
LITTLER MENDELSON, P.C.
1150 17TH STREET NW
SUITE 900
WASHINGTON, DC 20036-4655

JENNIFER W. THOMAS, Attorney at
Law
LITTLER MENDELSON, P. C.
1150 17TH STREET NW
SUITE 900
WASHINGTON, DC 20036

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		15-CB-094588	12/10/2012
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1 LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a Name International Union, Security, Police and Fire Professionals of America		b. Union Representative to Contact Jerry Heyman, Region 2 Director	
c Address P.O. Box 541365 Merritt Island, FL 32954-1365		d. Tel. No. 321-505-4747	e Cell No. 321-505-4747
		f. Fax No. 321-305-5688	g. e-Mail jerryheyman@spfpa.org
h The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Since (b) (6), (b) (7)(C) 2012, the above-named Labor Organization, by its officers, agents and representatives, specifically (b) (6), (b) (7)(C) (b) (6), (b) (7)(C), has failed and refused to fairly and properly represent its member, (b) (6), (b) (7)(C), in the processing of (b) (6), (b) (7)(C) discharge grievance, including failing and refusing to submit (b) (6), (b) (7)(C) grievance to arbitration.</p>			
3 Name of Employer E & A Protective Services – Bravo, LLC		4a. Tel. No. 571-931-0222	4b Cell No.
		4c Fax No. 571-931-0240	4d. e-Mail aczeck@erissecurity.com
5 Location of Plant involved (street, city, state, and ZIP code) 1781 Dumfries Shopping Center Dumfries, VA 22026		6 Employer representative to contact Ms Andrea Czeck, Owner	
7 Type of Establishment (factory, mine, wholesaler) Security	8 Principal product or service Armed Security & Protection	9 Number of Workers employed 55	
10 Full name of party filing charge (b) (6), (b) (7)(C)		11a Tel. No. (b) (6), (b) (7)(C)	11b Cell No. (b) (6), (b) (7)(C)
		11c Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11 Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Tel. No. (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
Address: (b) (6), (b) (7)(C)		Date: 12-7-12	e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 26
80 MONROE AVE
STE 350
MEMPHIS, TN 38103-2400

Agency Website: www.nlrb.gov
Telephone: (901)544-0018
Fax: (901)544-0008

February 28, 2013

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and
Fire Professionals of America
Case 15-CB-094588

DEAR (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **March 14, 2013**. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than March 13, 2013.

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed

electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlr.gov, click on **E-File Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal **must be received on or before March 14, 2013**. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/

M. KATHLEEN MCKINNEY
Regional Director

Enclosure

cc GENERAL COUNSEL
OFFICE OF APPEALS
FRANKLIN COURT BUILDING
NATIONAL LABOR RELATIONS
BOARD
1099 14TH STREET, NW
WASHINGTON, DC 20570

JERRY HEYMAN, Region 2 Director
INTERNATIONAL UNION,
SECURITY, POLICE AND FIRE
PROFESSIONALS OF AMERICA
PO BOX 541365
MERRITT ISLAND, FL 32954-1365

ANDREA CZECK, Owner
E & A PROTECTIVE SERVICES -
BRAVO, LLC
17981 DUMFRIES SHOPPING PLZ
DUMFRIES, VA 22026-2327

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
Room 8820, 1099 - 14th Street, N.W.
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		15-CB-105513	May 20, 2013
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name INTERNATIONAL UNION SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (S.P.F.P.A.), LOCAL NO. 709		b. Union Representative to Contact (b) (6), (b) (7)(C), (b) (6), (b) (7)(C)	
c. Address (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax No.	g. e-Mail (b) (6), (b) (7)(C)
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Since on or about (b) (6), (b) (7)(C) 2013, the above-named labor organization has restrained and coerced employees by refusing to process the grievance of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) termination for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer Entergy Operations Inc.		4a. Tel. No. 504-739-6340	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) Waterford 3, 17265 River Road, Killona, LA 70057		6. Employer representative to contact Joe Frick	
7. Type of Establishment (factory, mine, wholesaler) Nuclear Power Plant	8. Principal product or service Energy	9. Number of Workers employed 100	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: X (b) (6), (b) (7)(C)		Tel. No.	
(signature of representative of person making charge)		Cell No. (b) (6), (b) (7)(C)	
Print/type name and title or office, if any		Fax No.	
Address: (b) (6), (b) (7)(C)		Date: May 20, 2013	e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 S Maestri Pl Fl 7
New Orleans, LA 70130-3414

Agency Website: www.nlr.gov
Telephone: (504)589-6361
Fax: (504)589-4069

July 29, 2013

(b) (6), (b) (7)(C)

Re: INTERNATIONAL UNION SECURITY,
POLICE AND FIRE PROFESSIONALS
OF AMERICA (S.P.F.P.A.), LOCAL NO.
709 (Entergy Operations Inc.)
Case 15-CB-105513

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that INTERNATIONAL UNION SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (S.P.F.P.A.), LOCAL NO. 709 has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlr.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlr.gov, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **August 12, 2013**. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or

INTERNATIONAL UNION SECURITY,
POLICE AND FIRE PROFESSIONALS
OF AMERICA (S.P.F.P.A.), LOCAL NO.
709 (Entergy Operations Inc.)
Case 15-CB-105513

- 2 -

July 29, 2013

send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than **August 9, 2013**.

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlr.gov, click on **E-File Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal **must be received on or before August 12, 2013**. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/

M. KATHLEEN MCKINNEY
Regional Director

MKM/pal

Enclosure

cc: GENERAL COUNSEL, OFFICE OF APPEALS
FRANKLIN COURT BUILDING
NATIONAL LABOR RELATIONS BOARD
1099 14TH STREET, NW
WASHINGTON, DC 20570

(See: Parties continued on page 3)

INTERNATIONAL UNION SECURITY, - 3 -
POLICE AND FIRE PROFESSIONALS
OF AMERICA (S.P.F.P.A.), LOCAL NO.
709 (Entergy Operations Inc.)
Case 15-CB-105513

July 29, 2013

cc: JOE FRICK
ENTERGY OPERATIONS INC.
WATERFORD 3, 17265 RIVER ROAD
KILLONA, LA 70057

(b) (6), (b) (7)(C), (b) (6), (b) (7)(C)
INTERNATIONAL UNION SECURITY,
POLICE AND FIRE PROFESSIONALS OF
AMERICA (S.P.F.P.A.), LOCAL NO. 709

(b) (6), (b) (7)(C)

GORDON A. GREGORY, ESQ.
GREGORY, MOORE, JEAKLE, HEINEN
& BROOKS, P.C.
65 CADILLAC SQUARE, SUITE 3727
DETROIT, MI 48226-2822

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
Room 8820, 1099 - 14th Street, N.W.
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

**INTERNATIONAL UNION SECURITY, POLICE AND FIRE PROFESSIONALS OF
AMERICA (S.P.F.P.A.), LOCAL NO. 709 (Entergy Operations Inc.)**

Case Name(s).

15-CB-105513

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		15-CB-119026	December 16, 2013
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1 LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name INTERNATIONAL UNION, SECURITY, POLICE, FIRE PROFESSIONALS OF AMERICA, AMALGAMATED LOCAL NO. 711		b. Union Representative to Contact (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
c. Address 25510 KELLY ROAD, ROSEVILLE, MI 48066		d. Tel No. (718)978-3000	e. Cell No.
		f. Fax No. (718)978-3001	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Since about August 20, 2013, the above-named labor organization has restrained and coerced employees by harassing and threatening employees with a reduction in pay if the employees do not become dues paying members of the union.			

3. Name of Employer ISS ACTION, INC.		4a. Tel. No. 228-713-1723 718-978-3000	4b. Cell No.
		4c. Fax No. 718-978-3001	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) BUILDING 9101, LEONARD KIMBLE ROAD STENNIS SPACE CENTER, MS 39529		6. Employer representative to contact THOMAS BURLESON-OPERATIONS MANAGER	
7. Type of Establishment (factory, mine, wholesaler) SECURITY CONTRACTOR	8. Principal product or service SECURITY SERVICES	9. Number of Workers employed 100	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d. e-Mail
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) -An Individual	Tel No. (b) (6), (b) (7)(C)	
(S)		Cell No.	
Address	Print/type name and title or office, if any	Fax No.	
(b) (6), (b) (7)(C)	Date 12/14/2013	e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 S Maestri Pl Fl 7
New Orleans, LA 70130-3414

Agency Website: www.nlrb.gov
Telephone: (504)589-6361
Fax: (504)589-4069

January 10, 2014

(b) (6), (b) (7)(C), (b) (6), (b) (7)(C)
INTERNATIONAL UNION SECURITY,
POLICE, FIRE PROFESSIONALS OF AMERICA,
AMALGAMATED LOCAL NO. 711
25510 KELLY ROAD
ROSEVILLE, MI 48066-4932

Re: INTERNATIONAL UNION, SECURITY,
POLICE, FIRE PROFESSIONALS OF
AMERICA, AMALGAMATED LOCAL
NO. 711 (ISS Action, Inc.)
Case 15-CB-119026

Dear (b) (6), (b) (7)(C):

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/

M. KATHLEEN MCKINNEY
Regional Director

MKK/tlt

cc: See Page 2.

INTERNATIONAL UNION, SECURITY, - 2 -
POLICE, FIRE PROFESSIONALS OF
AMERICA, AMALGAMATED LOCAL
NO. 711 (ISS Action, Inc.)
Case 15-CB-119026

January 10, 2014

cc:

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

INTERNATIONAL UNION SECURITY,
POLICE & FIRE PROFESSIONALS OF
AMERICA AND ITS AMALGAMATED
LOCAL NO. 711
25510 KELLY ROAD
ROSEVILLE, MI 48066

GORDON A. GREGORY, ESQ.
GREGORY, MOORE, JEAKLE &
BROOKS, P.C.
65 CADILLAC SQUARE, SUITE 3727
DETROIT, MI 48226-2893

(b) (6), (b) (7)(C)

THOMAS BURLESON
OPERATIONS MANAGER
ISS ACTION, INC.
BUILDING 9101
LEONARD KIMBLE ROAD
STENNIS SPACE CENTER, MS 39529

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case	Date filed
		15-CB-123086	February 25, 2014
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police, Fire Professionals of America, Local 710		b. Union Representative to Contact (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) Local 710	
c. Address 25510 Kelly Road, Roseville, MI 48066		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Since about (b) (6), (b) (7)(C) 2013, (b) (6), (b) (7)(C) 2014, and (b) (6), (b) (7)(C) 2014, the above-named labor organization has restrained and coerced employees by refusing to process the grievances of (b) (6), (b) (7)(C) regarding seniority for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer Inter-Con Security Systems		4a. Tel. No. (985) 662-3555 4a. Fax No.	4b. Cell No. 4d. e-Mail
5. Location of Plant Involved (street, city, state, and ZIP code) 423 Canal Street, New Orleans, LA 70130		6. Employer representative to contact Marlin Borise	
7. Type of Establishment (factory, mine, wholesaler) security company	8. Principal product or service security services	9. Number of Workers employed 5	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	Tel. No. (b) (6), (b) (7)(C)
Charge		Print/Type name and title or office, if any)	Fax No.
Address: (b) (6), (b) (7)(C)		Date: 2/21/14	e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain those uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
FIRST AMENDED CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 15-CB-123086	Date filed April 16, 2014
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security Police and Fire Professionals of America, Local 710		b. Union Representative to Contact (b) (6), (b) (7)(C)	
c. Address 25510 Kelly Road, Roseville, MI 48066		d. Tel. No.	e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Since about (b) (6), (b) (7)(C), 2012, and continuing, the above-named labor organization has restrained and coerced employees by refusing to process a class action grievance regarding seniority on behalf of (b) (6), (b) (7)(C) and other employees who transferred from (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C).</p> <p>Since about (b) (6), (b) (7)(C) 2014, and continuing, the above-named labor organization has restrained and coerced employees by refusing to process a class action grievance on behalf of (b) (6), (b) (7)(C) and other affected employees regarding employees retaining their pre-supervisory bargaining unit seniority upon returning to the bargaining unit after holding supervisory positions.</p> <p>Since about (b) (6), (b) (7)(C) 2014, and continuing, the above-named labor organization has restrained and coerced employees by refusing to process a grievance regarding seniority on behalf of (b) (6), (b) (7)(C).</p>			
3. Name of Employer Inter-Con Security Systems		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 423 Canal Street, New Orleans, LA 70130		6. Employer representative to contact Marlin Borise	
7. Type of Establishment (factory, mine, wholesaler) Security Company	8. Principal product or service Security Services	9. Number of Workers employed 0	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	Tel. No.
			Cell No. (b) (6), (b) (7)(C)
		Print/type name and title or office, if any)	Fax No.
Address: (b) (6), (b) (7)(C)		Date: 4/16/14	e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 S Maestri Pl Fl 7
New Orleans, LA 70130-3414

Agency Website: www.nlrb.gov
Telephone: (504)589-6361
Fax: (504)589-4069

April 24, 2014

ERIC W. BERG, ATTORNEY AT LAW
GREGORY, MOORE, JEAKLE & BROOKS, P.C.
65 CADILLAC SQUARE
SUITE 3727
DETROIT, MI 48226-2893

Re: International Union, Security, Police, and
Fire Professionals of America (SPFPA),
Local 710 (Inter-Con Security Systems)
Case 15-CB-123086

Dear Mr. BERG:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/

M. KATHLEEN MCKINNEY
Regional Director

MKM/par

cc:

(b) (6), (b) (7)(C)

MARLIN BORISE
ASSISTANT CONTRACT MANAGER
INTER-CON SECURITY SYSTEMS
423 CANAL STREET
NEW ORLEANS, LA 70130

(b) (6), (b) (7)(C)

INTERNATIONAL UNION,
SECURITY, POLICE, AND FIRE
PROFESSIONALS OF AMERICA
(SPFPA), LOCAL 710
25510 KELLY RD
ROSEVILLE, MI 48066

GORDON A. GREGORY
ATTORNEY AT LAW
GREGORY, MOORE, JEAKLE, &
BROOKS, P.C.
65 CADILLAC SQUARE, SUITE 3727
DETROIT, MI 48226-2893

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 15-CB-123961	Date filed March 7, 2014
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police And Fire Professionals Of America, Local 710		b. Union Representative to Contact Rick O'Quinn	
c. Address 25510 Kelly Road Roseville, MI 48066		d. Tel No 5867727250	e. Cell No. 3214533310
		f. Fax No 5867729644	g. e-Mail
e. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b)(1)(a), subsection(s) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			

Since on or about (b) (6), (b) (7)(C) 2014, the above-named labor organization has restrained and coerced employees by refusing to file and process the grievance of (b) (6), (b) (7)(C) regarding seniority issues for arbitrary and discriminatory reasons or in bad faith.

3. Name of Employer Inter-Con Security Services, Inc.		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	318 709 1842
			4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 1250 SW Railroad Ave. Hammond LA 70403		6. Employer representative to contact Marlon Borise	
7. Type of Establishment (factory, mine, wholesaler) Security Company	8. Principal product or service Security	9. Number of Workers employed 5	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I, (b) (6), (b) (7)(C) charge and that the statements therein are true to the best of my knowledge and belief.			
By	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Tel No.
(signature)	g charge	Print/type name and title or office, if any	Cell No.
Address: (b) (6), (b) (7)(C)		Date: FEBRUARY 27 2014	e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 S Maestri Pl Fl 7
New Orleans, LA 70130-3414

Agency Website: www.nlrb.gov
Telephone: (504)589-6361
Fax: (504)589-4069

May 29, 2014

MICHAEL J. AKINS, ESQ.
GREGORY, MOORE, JEAKLE & BROOKS, P.C.
65 CADILLAC SQUARE, SUITE 3727
DETROIT, MI 48226

Re: International Union, Security, Police and
Fire Professionals of America, Local 710
(Inter-Con Security Services, Inc.)
Case 15-CB-123961

Dear AKINS:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/

M. KATHLEEN MCKINNEY
Regional Director

MKM/tlt

cc: See Page 2.

cc:

(b) (6), (b) (7)(C)

RICK O'QUINN
INTERNATIONAL UNION,
SECURITY, POLICE, AND FIRE
PROFESSIONALS OF AMERICA
(SPFPA)
25510 KELLY ROAD
ROSEVILLE, MI 48066-4932

GREGORY A. GORDON, ESQ.
GREGORY, MOORE, JEAKLE &
BROOKS, P.C.
65 CADILLAC SQ STE 3727
DETROIT, MI 48226-2893

MARION BORISE
INTER-CON SECURITY SERVICES,
INC.
1250 SW RAILROAD AVE.
HAMMOND, LA 70403

INTERNET
FORM NLRB-508
(2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case 15-CB-157999	Date Filed 8/13/2015
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INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name International Union, Security, Police and Fire Professional of America (SPFPA)	b. Union Representative to contact Jerry Heyman, Director, Region 2				
c. Address (Street, city, state, and ZIP code) P.O. Box 541365 Merritt Island, FL 32954-1365	<table border="1"> <tr> <td>d. Tel. No. 3215054747</td> <td>e. Cell No. 3215054747</td> </tr> <tr> <td>f. Fax No. 3213055688</td> <td>g. e-Mail jerryheyman@spfpa.org</td> </tr> </table>	d. Tel. No. 3215054747	e. Cell No. 3215054747	f. Fax No. 3213055688	g. e-Mail jerryheyman@spfpa.org
d. Tel. No. 3215054747	e. Cell No. 3215054747				
f. Fax No. 3213055688	g. e-Mail jerryheyman@spfpa.org				

h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since (b) (6), (b) (7)(C) 2015, the SPFPA International has failed and refuse to fairly and properly represent its member, (b) (6), (b) (7)(C), in the processing of (b) (6) discharge grievance including failing to submit (b) (6) grievance to Step Three - submission to the Employer's (b) (6), (b) (7)(C), failing to refer (b) (6) matter to Federal Mediation and Conciliation, and failing to proceed to arbitration.

3. Name of Employer E & A Protective Services - Bravo LLC	4a. Tel. No. 901-546-3689	b. Cell No.
	c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 5333 Getwell Rd., Memphis, TN 38118	6. Employer representative to contact Andrea Czeck, Managing Member	
7. Type of establishment (factory, mine, wholesaler, etc.) IRS Government Site	8. Identify principal product or service Security Services	9. Number of workers employed 500+
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
	c. Fax No.	d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)		
<p>(b) (6), (b) (7)(C) STATEMENT I declare that the facts herein are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (Print type name and title or office, if any)</p>		
<p>(b) (6), (b) (7)(C) Address _____ (date) 8/13/2015</p>		
<p>Tel. No. (b) (6), (b) (7)(C) Cell No. Fax No. e-Mail</p>		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 S Maestri Pl Fl 7
New Orleans, LA 70130-3414

Agency Website: www.nlrb.gov
Telephone: (504)589-6361
Fax: (504)589-4069

October 30, 2015

Gordon Gregory Esq.
Gregory, Moore, Jeakle & Brooks, P.C.
International Union, SPFPA 65 Cadillac Square, Suite 3727
Detroit, MI 48226-2822

Re: International Union, Security, Police and
Fire Professional of America (SPFPA)
(E&A Protective Services – Bravo LLC)
Case 15-CB-157999

Dear Mr. Gregory:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/

M. KATHLEEN McKINNEY
Regional Director

MKM/par

cc:

(b) (6), (b) (7)(C)

Bryce W. Ashby, Attorney at Law
Donati Law, PLLC
1545 Union Ave
Memphis, TN 38104-3754

Jerry Heyman, Region 2 Director
International Union Security Police and
Fire Professionals of America
P.O. Box 541365-1368
Merritt Island, FL 32954-1365

Tanja L. Thompson, Attorney at Law
Littler Mendelson P.C.
3725 Champion Hills Drive Ste 3000
Memphis, TN 38125-0500

Andrea Czeck, Managing Member
E & A Protective Services - Bravo LLC
5333 Getwell Rd.
Memphis, TN 38118

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		15-CB-193481	2/22/2017
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America (SPFPA), Local 109		b. Union Representative to Contact Rick O'Quinn, International Vice President	
c. Address 25510 Kelly Rd Roseville, MI 48066		d. Tel. No.	e. Cell No. (321) 543-3310
		f. Fax No.	g. e-Mail rickoquinn@spfpa.org
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>For the past six months and continuing, the above-named labor organization has violated its duty of fair representation by providing employees with false information regarding the employee 401K and health and welfare funds and misappropriating said funds for arbitrary or discriminatory reasons or in bad faith.</p> <p>Since about October 14, 2016, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to respond to (b) (6), (b) (7)(C) inquiries regarding payment for training and training times for arbitrary or discriminatory reasons or in bad faith.</p> <p>About (b) (6), (b) (7)(C) 2017, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by choosing not to allow (b) (6), (b) (7)(C) to serve as a (b) (6), (b) (7)(C) and removing (b) (6), (b) (7)(C) from (b) (6), (b) (7)(C) position for arbitrary or discriminatory reasons or in bad faith.</p>			
3. Name of Employer Securemedy Incorporated		4a. Tel. No. (240) 419-3125	4b. Cell No.
		4c. Fax No. (800) 506-5926	4d. e-Mail dir_administration@securemedy.com
5. Location of Plant involved (street, city, state, and ZIP code) 3 Post Office Rd, Ste 101, Waldorf, MD 20602-2756		6. Employer representative to contact Sheree Butler, Director of Administration and Human Resources	
7. Type of Establishment (factory, mine, wholesaler) Security contractor	8. Principal product or service Security services	9. Number of Workers employed 40	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)		Tel No.	
(signature of representative or person making charge)		(b) (6), (b) (7)(C) An Individual	
Address: (b) (6), (b) (7)(C)		Print/type name and title or office, if any	
		Date: 2/21/17	
		Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
		e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 26
80 Monroe Ave Ste 350
Memphis, TN 38103-2400

Agency Website: www.nlrb.gov
Telephone: (901)544-0019
Fax: (901)544-0008

April 12, 2017

Matt Clark, Attorney at Law
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226

Re: International Union, Security, Police
and Fire Professionals of America
(SPFPA), Local 109 (Securemedy
Incorporated)
Case 15-CB-193481

Dear Mr. Clark:

This is to advise you that I have approved the withdrawal of the charge in the
above matter.

Very truly yours,

M. KATHLEEN MCKINNEY
Regional Director

By:

CHRISTOPHER ROY
Officer in Charge

cc:

(b) (6), (b) (7)(C)

Sheree Butler, Director of
Administration and Human Resources
Securemedy Incorporated
3 Post Office Rd, Ste 101
Waldorf, MD 20602-2756

Rick O'Quinn
International Vice President
International Union, Security, Police
and Fire Professionals of America
(SPFPA), Local 109
25510 Kelly Road
Roseville, MI 48066-4994

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 15-CB-195127	Date filed 3-16-17
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America (SPFPA), and its Local 109		b. Union Representative to Contact Rick O'Quinn, International Representative	
c. Address 25510 Kelly Road Roseville, MI 48066		d. Tel. No.	e. Cell No. 321-543-3310
		f. Fax No.	g. e-Mail rickoquinn@spfpa.org
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Since about (b) (6), (b) (7)(C) 2017, the above-named labor organization violated the duty of fair representation owed to (b) (6), (b) (7)(C) by failing to file and process a grievance challenging (b) (6), (b) (7)(C) discharge, for reasons that are arbitrary, discriminatory or in bad faith.			
3. Name of Employer E & A Protective Services - Bravo, LLC		4a. Tel. No. 571-931-0222	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 5333 Getwell Road, Memphis, TN 38118		6. Employer representative to contact Andrea Czeck	
7. Type of Establishment (factory, mine, wholesaler) US Government Facility	8. Principal product or service Guard / Security Services	9. Number of Workers employed 75	
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)	
	11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Tel No.	
(signature of representative or person making charge)	Printtype name and title or office, if any	Cell No. (b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)	Date: 3/21/17	Fax No.	
		e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
 PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151, et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 26
80 Monroe Ave Ste 350
Memphis, TN 38103-2400

Agency Website: www.nlrb.gov
Telephone: (901)544-0019
Fax: (901)544-0008

May 17, 2017

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and
Fire Professionals, of America (SPFPA),
and its Local 109 (E & A Protective
Services - Bravo, LLC
Case 15-CB-195127

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that International Union, Security, Police and Fire Professionals of America (SPFPA), and its Local 109 has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlrb.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlrb.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **May 31, 2017**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be

completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than May 30, 2017. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before May 31, 2017**. The request may be filed electronically through the *E-File Documents* link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after May 31, 2017, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

M. KATHLEEN MCKINNEY
Regional Director

By: /s/

CHRISTOPHER ROY
Officer in Charge

Enclosure

International Union, Security, Police and
Fire Professionals, of America (SPFPA),
and its Local 109 (E & A Protective
Services - Bravo, LLC
Case 15-CB-195127

- 3 - May 17, 2017

cc: Rick O'Quinn, Union President
International Union, Security, Police And
Fire Professionals Of America, (SPFPA)
and its Local 109
25510 Kelly Rd
Roseville, MI 48066-4994

Matthew J. Clark, Attorney
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2893

Andrea Czeck, Managing Member
E & A Protective Services - Bravo LLC
5333 Getwell Rd
Memphis, TN 38118-7701

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, DC 20570

July 12, 2017

(b) (6), (b) (7)(C)

Re: E & A Protective Services - Bravo, LLC
Case 15-CA-195155

International Union, Security, Police and
Fire Professionals, of America (SPFPA),
and its Local 109 (E & A Protective
Services - Bravo, LLC
Case 15-CB-195127

Dear (b) (6), (b) (7)(C):

Your appeals from the Regional Director's May 17, 2017 refusals to issue complaint in the above captioned cases have been carefully considered. The appeals are denied.

The charge in Case 15-CA-195155 alleged that the Employer discharged you in retaliation for union and/or protected concerted activities. In that regard, to determine whether an employer's adverse action against an employee was discriminatorily motivated, the General Counsel must demonstrate by a preponderance of the evidence that the employee's protected activity was a motivating factor for the adverse decision; only after such showing is established, the inquiry turns into whether the employer would have taken the same action in the absence of the protected conduct. See *Wright Line*, 251 NLRB 1083 (1980), *enfd.* 662 F.2d 899 (1st Cir. 1981), *cert. denied* 455 U.S. 989 (1982).

We determined that the evidence disclosed by the investigation did not indicate that the Employer discharged you for any protected activities -including your filing of Board charges against the Employer in 2011. Rather, the evidence indicated that the Employer based its decision on legitimate business considerations. There is insufficient evidence to establish that there is connection between your discharge and protected conduct.

Concerning your charge against the Union, in Case 15-CB-195127 you allege that the Union breached its duty of fair representation, in violation of Section 8(b)(1)(A) of the National Labor Relations Act, by failing to file and process a grievance challenging your discharge. In that regard, while a union owes employees a duty of fair representation with regard to disputes arising with an employer, a union is also afforded a wide range of reasonableness in carrying out this duty and a breach occurs only when the union's conduct is based upon arbitrary, irrelevant

or discriminatory considerations. See *Vaca v. Sipes*, 386 U.S. 171 (1967); *Ford Motor Co. v. Huffman*, 345 U.S. 330 (1953).

We determined that the evidence did not indicate that the Union handled your grievance in an unlawful manner under the Act. While the transition to a new Employer may have delayed some of the Union's actions, there is no evidence to establish that the Union's conduct was guided by any unlawful considerations under the Act. Instead, the evidence indicated that the Union investigated the basis of your complaint, and ultimately filed a grievance on your behalf. Accordingly, further proceedings herein were deemed unwarranted.

Sincerely,

Richard F. Griffin, Jr.
General Counsel



By:

Mark E. Arbesfeld, Acting Director
Office of Appeals

cc: M. KATHLEEN MCKINNEY
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
600 S MAESTRI PL 7TH FL
NEW ORLEANS, LA 70130-3413

ANDREA CZECK
E & A PROTECTIVE SERVICES
BRAVO, LLC
17981 DUMFRIES SHOPPING PLZ
DUMFRIES, VA 22026-2327

BRENDA CANALE, ESQ.
LITTLER MENDELSON P.C.
3725 CHAMPION HILLS DR STE 3000
MEMPHIS, TN 38125-0500

CHRISTOPHER ROY
OFFICER IN CHARGE
NATIONAL LABOR RELATIONS
BOARD
80 MONROE AVE STE 350
MEMPHIS, TN 38103-2400

RICK O'QUINN, UNION PRESIDENT
INTERNATIONAL UNION, SECURITY,
POLICE AND FIRE PROFESSIONALS OF
AMERICA, (SPFPA) AND ITS LOCAL
109
25510 KELLY RD
ROSEVILLE, MI 48066-4994

MATTHEW J. CLARK, ESQ.
GREGORY, MOORE, JEAKLE & BROOKS,
P.C.
65 CADILLAC SQUARE STE 3727
DETROIT, MI 48226-2893

ANDREA CZECK
MANAGING MEMBER
E & A PROTECTIVE SERVICES
BRAVO LLC
5333 GETWELL RD
MEMPHIS, TN 38118-7701

kh

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		15-CB-195133	March 7, 2017
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Processionals of America (SPFPA), Local 711		b. Union Representative to Contact (b) (6), (b) (7)(C)	
c. Address 25510 KELLY ROAD ROSEVILLE, MICHIGAN 48066		d. Tel. No.	e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.	g. e-Mail 711pres@gmail.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsections (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Since about the dates set forth below, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievances of (b) (6), (b) (7)(C) all for arbitrary or discriminatory reasons or in bad faith and/or by gross negligence: (1) since about (b) (6), (b) (7)(C) 2016, (b) (6), (b) (7)(C) grievance regarding an adverse post inspection that resulted in a one-day suspension; and (2) since about (b) (6), (b) (7)(C), 2016, (b) (6), (b) (7)(C) grievance regarding a second adverse post inspection.</p> <p>Since about (b) (6), (b) (7)(C) 2016, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by representing to employees it was processing the above-described grievances when it was not.</p>			

3. Name of Employer Paragron Systems, Inc.		4a. Tel. No. (703) 263-7176	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 13655 Dulles Technology Drive, Herdon VA 20171		6. Employer representative to contact	
7. Type of Establishment (factory, mine, wholesaler) Security Contractor	8. Principal product or service Security Service		9. Number of Workers employed
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: X (signature of filing charge)	(b) (6), (b) (7)(C)		Tel. No.
	Print/type name and title or office, if any		Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)	Date: X March 7, 2017	Fax No.	
		e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 04
615 Chestnut St Ste 710
Philadelphia, PA 19106-4413

Agency Website: www.nlrb.gov
Telephone: (215)597-7601
Fax: (215)597-7658

June 30, 2017

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and
Fire Professionals of America (SPFPA),
Local 711 (Paragon Systems, Inc.)
Case 15-CB-195133

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that International Union, Security, Police and Fire Professionals of America, Local 711 has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

As a result of the investigation, I find that the charge lacks merit. The charge alleges that the Union violated Section 8(b)(1)(A) of the Act by refusing to process a grievance regarding two adverse post inspections that you received from Paragon Systems, Inc. (the Employer) in (b) (6), (b) (7)(C) 2016 and (b) (6), (b) (7)(C) 2016, one of which resulted in you being issued a one-day suspension, and by informing you that it was processing a grievance when it was not. The investigation disclosed that your Employer provides security services at Federal facilities through its contract with the Department of Homeland Security/Federal Protective Services (DHS/FPS). On multiple occasions in 2016, a representative for the Employer's client, DHS/FPS, issued negative "2820 reports" outlining shortcomings in your performance. These negative 2820 reports resulted in the Employer issuing you a one-day suspension. After receiving this suspension, you contacted the Union and requested that it file a grievance on your behalf. One Union official told you that you should let the issue go and be thankful that you still had a job. A different Union official made an offhand statement that (b) (6) would be "handling the grievance" and (b) (6) then began to investigate the matter. After the Union's investigation, it determined that it would not file a grievance on your behalf because one was not merited. When you later inquired about the status, the Union suggested other agencies that may be in a position to offer assistance to you, and there was insufficient evidence that the Union deceived you into thinking that a grievance was filed when it was not. Further, there is insufficient evidence to conclude that the Union engaged in arbitrary, discriminatory, bad faith or grossly negligent

conduct or considerations in violation of its duty of fair representation. *Vaca v. Sipes*, 386 U.S. 171 (1967). Accordingly, I am refusing to issue Complaint in this matter.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlr.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlr.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **Friday, July 14, 2017**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than **Thursday, July, 13, 2017**. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before Friday, July 14, 2017**. The request may be filed electronically through the **E-File Documents** link on our website, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after **Friday, July 14, 2017, even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Dennis P. Walsh

DENNIS P. WALSH
Regional Director

Enclosure

cc: (b) (6), (b) (7)(C), (b) (6), (b) (7)(C)
Security Police And Fire Professionals of
America Local 711
25510 Kelly Rd
Roseville, MI 48066-4994

Michael J. Akins, Attorney at Law
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2893

Paragon Systems
13655 Dulles Technology Dr
Herndon, VA 20171

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

International Union, Security, Police and Fire Professionals of America
(SPFPA), Local 711 (Paragon Systems, Inc.)

Case Name(s).

Case 04-CA-195133

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		15-CB-208481	October 23, 2017
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America (SPFPA), and its Local 109		b. Union Representative to Contact David L. Hickey, International President	
c. Address 25510 Kelly Road, Roseville, MI 48066		d. Tel. No. 586-772-7250	e. Cell No.
		f. Fax No. 586-772-9644	g. e-Mail spfapres@spfpa.org
h. The above-named labor organization or its agents, have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) During the past six months and continuing to date, the above-named labor organization, by its agents, officers and representatives, has violated the duty of fair representation owed to the bargaining unit employees working at the IRS facility in Memphis, TN, by excluding the Local's bargaining committee from participating in contract negotiations for a collective bargaining agreement and by imposing a contract on the bargaining unit without its consent or ratification. Since September 8, 2017 and on multiple occasions thereafter, the above-named labor organization, by (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C), has failed and refused to provide employee (b) (6), (b) (7)(C) with information (b) (6) has requested.			
3. Name of Employer Securemedy		4a. Tel. No. 301-828-0653	4b. Cell No.
		4c. Fax No. 800-506-5926	4d. e-Mail 1. ofolayan@securemedy.com
5. Location of Plant involved (street, city, state, and ZIP code) 5333 Getwell Road, Memphis, TN 38118		6. Employer representative to contact Olabanji Folayan	
7. Type of Establishment (factory, mine, wholesaler) Security contractor	8. Principal product or service Security services at US Gov't facilities	9. Number of Workers employed 20	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Tel. No.	
sig (b) (6), (b) (7)(C)	Print type name and title or office, if any	Cell No. (b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)	Date: 10/23/17	Fax No.	
		e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
FIRST AMENDED CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		15-CB-208481	November 17, 2017
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name INTERNATIONAL UNION, SECURITY, POLICE and FIRE PROFESSIONALS OF AMERICA		b. Union Representative to Contact David Hickey	
c. Address 25510 Kelly Road, Roseville, MI 48066-4994		d. Tel. No. (586)772-7250	e. Cell No.
		f. Fax No.	g. e-Mail spfpapres@spfpa.org
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>1. During the past six months and continuing to date, the above-named labor organization, by its agents, officers and representatives; has violated the duty of fair representation owed to the bargaining Unit employees working at the IRS facility in Memphis, TN, by excluding the Local's bargaining committee from participating in contract negotiations for a collective bargaining agreement and by imposing a contract on the bargaining unit without its consent or ratification.</p> <p>2. Since September .8, 2017 and on multiple occasions thereafter, the above named labor organization, by (b) (6), (b) (7)(C) (b) (6), (b) (7)(C), has failed and refused to provide employee (b) (6), (b) (7)(C) with the following information (b) (6) has requested: all information concerning contract CBA negotiations between Securemedy, Inc. and (b) (6), (b) (7)(C).</p>			
3. Name of Employer Securemedy		4a. Tel. No.	4b. Cell No.
		4c. Fax No. (800)506-5926	4d. e-Mail ofolayan@securemedy.com
5. Location of Plant involved (street, city, state, and ZIP code) 5333 Getwell Rd, Memphis, TN 38118-7701		6. Employer representative to contact Olabanji Folayan	
7. Type of Establishment (factory, mine, wholesaler) Security Contractor	8. Principal product or service Security services at U.S. Government facilities	9. Number of Workers employed 20	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)		Tel No.	
(signature of representative or person making charge)		(b) (6), (b) (7)(C)	
Print/Type name and title or office, if any		Cell No.	
Address: (b) (6), (b) (7)(C)		Date: 11/17/17	Fax No.
			e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
 PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 South Maestri Place – 7th Floor
New Orleans, LA 70130-3413

Agency Website: www.nlrb.gov
Telephone: (504)589-6361
Fax: (504)589-4069

January 30, 2018

Rich Olszewski, Esq.
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2893

Re: International Union, Security, Police and
Fire Professionals of America
(Securemedy)
Case 15-CB-208481

Dear Mr. Olszewski:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/

M. Kathleen McKinney
Regional Director

MKM/pal

cc: (b) (6), (b) (7)(C)

David Hickey
International Union, Security, Police
and Fire Professionals of America
25510 Kelly Road
Roseville, MI 48066-4994

Olabanji Folayan
Securemedy
5333 Getwell Road
Memphis, TN 38118-7701

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE

Case
15-CB-222705

Date Filed
June 25, 2018

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name International Union, Security, Police & Fire Professionals of America SPFPA		b. Union Representative to contact Rick O'Quinn Title: Vice President, Region 2	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Rd MI Roseville 48066-4994	d. Tel. No. (800) 228-7492	e. Cell No. (321) 543-3310	
	f. Fax No. (321) 622-4729	g. e-Mail rickoquinn@spfpa.org	
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Name of Employer Quality Investigations, Inc.		4a. Tel. No. (702) 240-7050	b. Cell No.
		c. Fax No.	d. e-Mail xsecure@qisecurity.com
5. Location of plant involved (street, city, state and ZIP code) 10 Commerce Center Dr NV Henderson 89014-2335		6. Employer representative to contact Xavier Peterson Title: President	
7. Type of establishment (factory, mine, wholesaler, etc.) Security Systems & Services	8. Identify principal product or service Security	9. Number of workers employed 85	
10. Full name of party filing charge Steve Maritas Law Enforcement Officers Security Unions LEOSU, LEOS-PBA		11a. Tel. No. (202) 595-3510	b. Cell No. (516) 499-2681
		c. Fax No. (202) 595-3510	d. e-Mail LEOSUNIONS@GMAIL.COM
11. Address of party filing charge (street, city, state and ZIP code.) 1155 F St NW Ste 1050 DC Washington 20004-1329			

12. DECLARATION

I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.

By Steve Maritas Steve Maritas
(signature of representative or person making charge) (Print/type name and title or office, if any)
Title: Organizing Director

1155 F St NW Ste 1050
Address Washington DC 20004-1329

(date) 06/23/2018 23:26:15

Tel. No. (202) 595-3510
Cell No. (516) 499-2681
Fax No. (202) 595-3510
e-Mail LEOSUNIONS@GMAIL.COM

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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Basis of the Charge**8(b)(1)(A)**

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they did not join or support the union.

Name of the Union Agent/Representative who made the threat	Date the threats were made
(b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C)	June 2018 and ongoing

RELATIONS
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REGION 15
NEW ORLEANS LV 70130-0400



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 South Maestri Place – 7th Floor
New Orleans, LA 70130-3413

Agency Website: www.nlr.gov
Telephone: (504)589-6362
Fax: (504)589-4069

August 7, 2018

Gordon A. Gregory, ESQ.
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square
Suite 3727
Detroit, MI 48266

Re: International Union, Security, Police & Fire
Professionals of America SPFPA (Quality
Investigations, Inc.)
Case 15-CB-222705

Dear Mr. Gregory:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/S/

SANDRA L.HIGHTOWER
Acting Regional Director

SLH/hpj

cc: Rick O'Quinn, Vice President, Region 2
International Union, Security, Police &
Fire Professionals of America SPFPA
25510 Kelly Rd
Roseville, MI 48066-4994

Deborah Misir, Counsel
Lally & Misir LLP
220 Old Country Rd # 2
Mineola, NY 11501

Steve Maritas, Organizing Director
Law Enforcement Officers Security
Unions LEOSU, LEOS-PBA
1155 F St NW
Ste 1050
Washington, DC 20004-1329

Xavier Peterson, President
Quality Investigations, Inc.
10 Commerce Center Dr
Henderson, NV 89014-2335

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		15- CB -223603	July 12, 2018
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America and its Amalgamated Local 711		b. Union Representative to Contact (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
c. Address 25510 Kelly Road, Roseville, MI 48066		d. Tel. No.	e.e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.	g. e-Mail (b) (6), (b) (7)(C)
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1) (A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about (b) (6), (b) (7)(C), 2018, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding (b) (6) suspension for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer Paragon Systems, Inc.		4a. Tel. No. (504)462-0872	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 2200 Veterans Blvd, Kenner, LA 70062		6. Employer representative to contact Marlon Vorise, Captain	
7. Type of Establishment (factory, mine, wholesaler) Security guards	8. Principal product or service Security at federal buildings		9. Number of Workers employed 90
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)		Tel No.	
		(b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)		Print/type name and title or office, if any	
		(b) (6), (b) (7)(C)	
		Date: July 12, 2018	Fax No.
		e-Mail (b) (6), (b) (7)(C)	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 South Maestri Place – 7th Floor
New Orleans, LA 70130-3413

Agency Website: www.nlrb.gov
Telephone: (504)589-6362
Fax: (504)589-4069

November 15, 2018

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and
Fire Professionals of America and its
Amalgamated Local 711 (Paragon Systems,
Inc.)
Case 15-CB-223603

Dear (b) (6), (b) (7)(C):

We have carefully considered your charge that International Union, Security, Police and Fire Professionals of America and its Amalgamated Local 711 has violated the National Labor Relations Act.

Decision to Dismiss: In view of your lack of cooperation in investigating this case, I have determined that further proceedings are not warranted at this time and I am dismissing your charge.

The Charging Party filed Charge 15-CA-222698 on June 24, 2018, and 15-CB-223603 on July 12, 2018. On August 29, 2018, the two charges were transferred from FA Nelson to FA Miragliotta. The Charging Party subsequently filed Charge 15-CA-227562 on September 17, 2018. Since filing the most recent charge, despite numerous attempts, the Charging Party has not responded to the Region's attempted contacts. The Charging Party failed to respond to calls, including voice mail messages, on September 28 and October 10, 2018. The Charging Party's voice mail box was full as of October 22, 2018, and (b) (6) did not respond to calls on October 22 or 25, 2018. As of October 26, 2018, the phone number was listed as disconnected. The Charging Party did not respond to two e-mails during this timeframe either.

On October 30, 2018, the investigating agent mailed the Charging Party a letter at (b) (6), (b) (7)(C) home address asking (b) (6), (b) (7)(C) to update (b) (6), (b) (7)(C) contact information at (b) (6), (b) (7)(C) earliest convenience. (b) (6), (b) (7)(C) did not respond to the letter.

On November 5, 2018, the investigating agent mailed the Charging Party a lack of cooperation warning letter, with a return date of November 12, 2018. As of November 14, 2018, the Charging Party still did not respond to any of the Region's attempted contacts. Accordingly, the charge is recommended for lack of cooperation dismissal.

If you wish to refile this charge later when you can cooperate in the investigation, you may do so. However, your attention is directed to Section 10(b) of the Act which provides that a

charge must be filed with the NLRB and served on the charged party within six months of the conduct alleged to be unlawful.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlr.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlr.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **November 29, 2018**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than November 28, 2018. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before November 29, 2018**. The request may be filed electronically through the *E-File Documents* link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after November 29, 2018, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

International Union, Security, Police and
Fire Professionals of America and its
Amalgamated Local 711 (Paragon Systems,
Inc.)
Case 15-CB-223603

- 3 - November 15, 2018

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/

M. KATHLEEN MCKINNEY
Regional Director

MKM/dms

Enclosure

cc: Marlon Vorise, Captain
Paragon Systems, Inc.
2200 Veterans Blvd
Kenner, LA 70062

(b) (6), (b) (7)(C), (b) (6), (b) (7)(C)

International Union, Security, Police and
Fire Professionals of America and its
Amalgamated Local 711
22510 Kelly Road
Roseville, MI 48066

Matthew J. Clark, Attorney
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

International Union, Security, Police and Fire Professionals of America and its
Amalgamated Local 711 (Paragon Systems, Inc.)

Case Name(s).

15-CB-223603

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		15-CB-223668	July 13, 2018
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Security, Police and Fire Professionals of America (SPFPA), Local 711		b. Union Representative to Contact (b) (6), (b) (7)(C), (b) (6), (b) (7)(C)	
c. Address 25510 Kelly Road Roseville, MI 48066		d. Tel. No. UNK	e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No. UNK	g. e-Mail (b) (6), (b) (7)(C)
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about (b) (6), (b) (7)(C) 2018, and continuing the above named labor organization, through its officers, agents and representatives, has failed and refused to represent (b) (6), (b) (7)(C) by failing to file grievances regarding the Employer banning (b) (6), (b) (7)(C) from several post, being assaulted by coworkers, and being discriminated against for arbitrary and/or discriminatory reasons.			
3. Name of Employer Paragon Systems		4a. Tel. No. 504/305-6600	4b. Cell No.
		4c. Fax No. 504/3056104	4d. e-Mail UNK
5. Location of Plant involved (street, city, state, and ZIP code) 2200 Veterans Memorial Blvd Kenner, Louisiana 70062		6. Employer representative to contact Lt. Frazier, Manager	
7. Type of Establishment (factory, mine, wholesaler) Security	8. Principal product or service Property/personnel security		9. Number of Workers employed 90
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: X (b) (6), (b) (7)(C)		Tel No.	
(signature)		(b) (6), (b) (7)(C)	
Print/type name and title or office, if any		Cell No. (b) (6), (b) (7)(C)	
Address:		Date: X 7-13-18	Fax No.
		e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 South Maestri Place – 7th Floor
New Orleans, LA 70130-3413

Agency Website: www.nlr.gov
Telephone: (504)589-6362
Fax: (504)589-4069

October 18, 2018

Gordon A. Gregory, ESQ., General Counsel
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48266

Re: Security, Police, and Fire Professionals of
America (SPFPA), Local 711 (Paragon
Systems)
Case 15-CB-223668

Dear Mr. Gregory:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

M. Kathleen McKinney

M. KATHLEEN McKINNEY
Regional Director

MKM/par

cc: (b) (6), (b) (7)(C), (b) (6), (b) (7)(C)
Security, Police and Professionals of
America (SPFPA) Local 711
25510 Kelly Rd
Roseville, MI 48066-4994

Lt. Frazier, Manager
Paragon Systems
2200 Veterans Memorial Boulevard
Kenner, LA 70062

(b) (6), (b) (7)(C)